

2013 DRAFTING REQUEST

Bill

Received: 11/2/2012	Received By: rchampag
Wanted: Today	Same as LRB:
For: Administration-Budget	By/Representing: Boggs
May Contact:	Drafter: rchampag
Subject: Employ Pub - employee benefits Higher Education - UW System	Addl. Drafters:
	Extra Copies:

Submit via email: **YES**
Requester's email:
Carbon copy (CC) to:

Pre Topic:

DOA:.....Boggs, BB0204 -

Topic:

Compensation Plan and UW System and UW-Madison employees

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 11/8/2012			_____			
/1	rchampag 1/22/2013	kfollett 11/9/2012	rschlue 11/9/2012	_____	sbasford 11/9/2012		State
/2	rchampag 1/29/2013	kfollett 1/22/2013	jmurphy 1/22/2013	_____	srose 1/22/2013		State
/3	rchampag	kfollett	rschlue	_____	mbarman		State

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	1/31/2013	1/29/2013	1/29/2013	_____	1/29/2013		
/4	rchampag 2/8/2013	kfollett 1/31/2013	phenry 1/31/2013	_____ _____	srose 1/31/2013		State
/5	rchampag 2/12/2013	wjackson 2/8/2013	jmurphy 2/8/2013	_____ _____	srose 2/8/2013		State
/6		kfollett 2/12/2013	lparisi 2/12/2013	_____ _____	lparisi 2/12/2013		State

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2/1/12

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15 WJ 2/8

Q/S/13

self

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Carbon copy (CC) to:

Pre Topic:

DOA:.....Boggs, BB0204 -

Topic:

Compensation Plan approval and merit compensation for UW System and UW-Madison employees

Instructions:

See attached

*Please put -901 file in
drafting here*

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
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1/29, 2013 jr*

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May Contact: Drafter: **rchampag**
Subject: **Employ Pub - employee benefits** Addl. Drafters:
Higher Education - UW System Extra Copies:

Submit via email: **YES**
Requester's email:
Carbon copy (CC) to:

Pre Topic:

DOA:.....Boggs, BB0204 -

Topic:

and merit compensation
Compensation Plan approval for UW System and UW-Madison employees

Instructions:

See attached

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/?	rchampag 11/8/2012						
/1		kfollett 11/9/2012	rschluet 11/9/2012		sbasford 11/9/2012		State

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<END>

Please print drafts into file
0492
No

2013 DRAFTING REQUEST

Bill

Received: **11/2/2012**

Received By: **rchampag**

Wanted: **Today**

Same as LRB:

For: **Administration-Budget**

By/Representing: **Boggs**

May Contact:

Drafter: **rchampag**

Subject: **Employ Pub - employee benefits
Higher Education - UW System**

Addl. Drafters:

Extra Copies: **PG & MDK**

Submit via email: **YES**

Requester's email:

Carbon copy (CC) to:

Pre Topic:

DOA:.....Boggs, BB0204 -

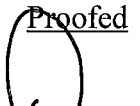
Topic:

Compensation Plan approval for UW System and UW-Madison employees

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/?	rchampag	11/5f 11/9	11/6f 11/9				

FE Sent For:

<END>

Champagne, Rick

From: Hanaman, Cathlene
Sent: Monday, October 22, 2012 8:35 AM
To: Champagne, Rick
Subject: FW: [Possible SPAM] Statutory Language Drafting Request - BB0204
Importance: Low

Rick, if you enter it, I will do the 111 stuff.

From: Breann.Boggs@wisconsin.gov [<mailto:Breann.Boggs@wisconsin.gov>]
Sent: Friday, October 19, 2012 4:16 PM
To: Hanaman, Cathlene
Cc: Hynek, Sara - DOA; Boggs, Breann C - DOA; Thornton, Scott - DOA
Subject: [Possible SPAM] Statutory Language Drafting Request - BB0204
Importance: Low

Biennial Budget: 2013-15

DOA Tracking Code: BB0204

Topic: Authority to approve compensation plans at UWS and UW Madison

SBO Team: EWD

SBO Analyst: Boggs, Breann - DOA
Phone: (608) 266-2843
E-mail: Breann.Boggs@wisconsin.gov

Agency Acronym: UW

Agency Number: 285

Priority: Low

Intent:

INTENT: Allow the Board of Regents to approve compensation plans for University of Wisconsin System employees and the University of Wisconsin chancellor to approve compensation plans for University of Wisconsin-Madison employees.

REQUEST: Effective, July 1, 2013, the Board of Regents and the Chancellor of UW-Madison must submit separate recommendations to OSER for adjusting compensation for all employees. OSER then submits a proposal for adjusting compensation to JCOER for approval. The Board of Regents seeks modifications to Wis. Stat. 230.12(3)(e) and Chapter 111 to allow the Board of Regents and the UW-Madison Chancellor to approve compensation plans for all employees.

Attachments: False

Please send completed drafts to statlanguage@wisapps.wi.gov

Champagne, Rick

From: Boggs, Breann C - DOA <Breann.Boggs@wisconsin.gov>
Sent: Friday, November 02, 2012 2:58 PM
To: Champagne, Rick
Cc: Grant, Peter; Hanaman, Cathlene
Subject: RE: UW System Compensation-related statutory language requests

Yes. BB0205 is canceled.

At this point, I think the drafts should be separate because decisions have not been made on the requested changes. I should have more direction next week on the Governor's interest in the requested language changes. At this point the 'priority level' is still marked as 'low' because I do not know if we will head this direction.

Best,

Breann

From: Champagne, Rick [<mailto:Rick.Champagne@legis.wisconsin.gov>]
Sent: Friday, November 02, 2012 2:46 PM
To: Boggs, Breann C - DOA
Cc: Grant, Peter - LEGIS; Hanaman, Cathlene - LEGIS
Subject: RE: UW System Compensation-related statutory language requests

Thanks Breann. This helps. From their language, it appears we can cancel BB0205. You agree? Also, do you want Cathlene to fold in her new UW collective bargaining subchapter into BB0204 or should that be a separate BB?

From: Boggs, Breann C - DOA [<mailto:Breann.Boggs@wisconsin.gov>]
Sent: Friday, November 02, 2012 1:51 PM
To: Champagne, Rick
Cc: Grant, Peter
Subject: UW System Compensation-related statutory language requests

Hello Rick,

Attached is additional information on UW System's compensation and benefit changes that impact chapter 36 and chapter 230 of the statutes.

It includes better explanation of the intent of the change and current law provisions that should be repealed, modified or replicated for the following requests:

- BB0203/DIN 4010 Expand discretionary merit compensation adjustments for UW System and UW Madison employees
- BB0204/DIN 7020 Authority to approve compensation plans at UWS and UW Madison

UW has indicated that they would like to withdraw the statutory language change related to ETF benefits administration.

- BB0205/DIN 7030 Continue existing employee trust funds benefit authority - withdrawn

Please let me know if the attached format is useful – or if you need the document uploaded to the SharePoint site. Additional information on the procurement related request is expected early next week.

Happy to answer (or try to get answers) to any question you have on the request.

Best,

Breann C. Boggs

Executive Policy and Budget Analyst
Wisconsin Department of Administration
Division of Executive Budget and Finance
608.266.2843
breann.boggs@wisconsin.gov

From: Freda Harris [<mailto:fharris@uwsa.edu>]
Sent: Friday, November 02, 2012 11:36 AM
To: Boggs, Breann C - DOA
Cc: Morgan, Michael - UW; Crist, Al (UWSA)
Subject: Flexibility request

Breann,

Attached is a response to the statutory language questions that you had related to our HR requests. We should have the Procurement request ready very soon but I wanted to get this to you so LRB could begin their work. If you have any questions regarding the responses, please let me know.

Thanks for your patience.

Freda Harris
Assoc VP for Budget and Planning
UW System Administration
(608)262-2734

**RESPONSES TO DOA'S QUESTIONS ON THE STATUTORY LANGUAGE CHANGE
REQUESTS INCLUDED IN THE 2013-15 UW SYSTEM BIENNIAL OPERATING
BUDGET REQUEST**

DIN 7010 -- QUESTIONS REGARDING THE AUTHORITY OF BOARD OF REGENTS TO
CONTINUE AND EXPAND DISCRETIONARY MERIT COMPENSATION ADJUSTMENTS
USING FUNDING FROM ANY SOURCE FOR ALL EMPLOYEES

Following is the language change request that was included in the 2013-15 UW System Biennial Operating Budget Request:

Existing authority for providing discretionary merit pay for employees will no longer be available to any University employees once separate and distinct personnel systems are in place under Wis. Stat. 36.115. Wis. Stat. 36.09(1)(j) currently states as follows:... "The board may not increase the salaries of employees under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors." Exceptional performance is not an approved reason to use base funds to adjust salaries. The Board seeks statutory authority to continue and expand discretionary merit compensation adjustments using generated and/or reallocated base funding from any source for all employees.

1. What is the intent of the request?

The intent of the request is to seek a statutory change that would authorize the Board of Regents and the UW-Madison Chancellor to use funding from any source for merit-based salary increases for all employees of the UW System. Currently the Board of Regents is not authorized to provide merit compensation increases to "unclassified staff" and effective July 1, 2013, the Board of Regents will assume authority for "classified staff" and will no longer be able to provide discretionary merit compensation for classified staff. A path to do that would be to remove the § 36.09(1)(j) restrictions to the board's authority to provide salary increases.

2. What are the current law provisions that should be repealed, modified or replicated?

Wis. Stat. § 36.09(1)(j) should be amended to remove restrictions to the ability of the Board of Regents to authorize pay adjustments. As indicated in the request for the change, § 36.09(1)(j) currently allows UW System employees to receive merit-based salary increases only if the increase

- conforms to Wis. Stat. § 230.12(3)(e) procedures for granting discretionary merit compensation, which require OSER approval of the salary adjustment;
- is for the purpose of correcting salary inequities;

- is to fund job reclassifications or promotions; or
- is to recognize competitive factors.

Section 36.09(1)(f), as currently written, would not allow UW System employees to receive discretionary merit compensation under Wis. Stat. § 230.12(3)(e), and it restricts the Board from offering merit-based pay increases.

3. What is the justification for the change?

Without this change, UW System employees who are currently classified employees would not be able to access increases that are available through Discretionary Merit Compensation Adjustments, and other UW System employees would be unable to have merit-based increases in the absence of a statewide pay plan.

4. It was not clear that UW would no longer be able to provide discretionary merit compensation going forward. What current law provision would prevent this?

See response to question 2. The preferred approach to modifying the law is to remove all restrictions to the Board's authority to increase salaries. If that modification were made, the Board could establish policies to guide the use of resources for salary adjustments.

DIN 7020 -- QUESTIONS REGARDING AUTHORITY FOR THE BOARD OF REGENTS AND THE UW-MADISON CHANCELLOR TO APPROVE COMPENSATION PLANS FOR ALL EMPLOYEES.

1. What is the intent of the request?

The intent of the request is to change the law in a manner that authorizes the Board of Regents and the UW-Madison Chancellor to have full authority to approve pay plans for all UW System employees. If the Board and the UW-Madison Chancellor were so empowered, the submission of compensation plan recommendations to the Office of State Employment Relations (OSER) for their consideration and further recommendation to the Joint Committee on Employment Relations (JCOER) and the Governor would no longer be required.

2. What are the current law provisions that should be repealed, modified or replicated?

Wis. Stat. § 230.12(3)(e) should be amended to provide the Board of Regents and the UW-Madison Chancellor with full authority for approving pay plans. Under § 230.12(3)(e), as amended by 2011 Wisconsin Act 32, effective July 1, 2013, the Board of Regents and the UW-Madison Chancellor must submit separate recommendations to OSER for adjusting compensation for all employees. In addition to OSER, the Joint Committee on Employment Relations (JCOER) and the governor must approve the recommendations before they can be implemented.

The Board of Regents and the UW-Madison Chancellor seek full authority for approving pay plans for all UW System employees without going through OSER. Hence, the provisions that require compensation plan approval by OSER, JCOER, and the governor should be repealed.

Consistent with the needed modification of Wis. Stat. § 230.12(3)(e) is a need for modifications of Wis. Stat. Chapter 111. A new subchapter of Chapter 111 is needed so the Board of Regents and the UW-Madison Chancellor can administer all aspects of the new university personnel systems without going through OSER, and so the Board of Regents and the Chancellor of UW-Madison will be able to independently administer labor relations responsibilities that affect both represented and unrepresented employees. The need for modifications to Chapter 111, however, is being addressed separately, and LRB has proposed changes that would create such a new subchapter of Chapter 111. Those proposed changes are now being reviewed. A question for LRB is whether these proposals should be combined.

3. What is the justification for the change?

A compensation system for all UW System employees, which includes both a merit component for determining pay plan salary adjustments and also allows for exceptional performance-based salary adjustments outside of a pay plan, is needed. Moreover, as stated in the request for statutory changes, UW System's need for institution-specific competitive compensation was explained in the 2010 report of the Competitive University Workforce Commission (CUWC). The CUWC report demonstrated that significant and varied gaps in compensation with peer institutions exist. Providing the Board of Regents and the UW-Madison Chancellor with pay plan authority is needed to address the findings of the CUWC.

4. If the Board of Regents and the UW-Madison Chancellor are granted pay plan authority, do they also need explicit authorization to use funding from any source for merit-based salary increases?

No, but the limiting language surrounding 36.09 (1)(j) would need to be removed.

DIN 7030 -- QUESTIONS REGARDING MODIFICATIONS NEEDED TO PROVIDE FOR THE CONTINUATION OF EXISTING ETF BENEFITS ADMINISTRATION AUTHORITY

1. What is the intent of the request?

The intent of the August 2012 request was to ensure that ETF would continue to be required to administer the Supplemental Health Insurance Conversion Credit (SHICC) program for eligible UW System employees. After making that request, it was learned that under current law ETF will remain authorized to administer the SHICC program; therefore, the request for ETF law language change is withdrawn.



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0492/1
RAC:kjf...

DOA:.....Boggs, BB0204 – Compensation Plan approval for UW System and
UW–Madison employees

FOR 2013-2015 BUDGET – NOT READY FOR INTRODUCTION

Don't Gen

1 **AN ACT ...; relating to:** the budget.

Analysis by the Legislative Reference Bureau

EDUCATION

HIGHER EDUCATION

Current law requires that the Board of Regents of the UW System and the chancellor of UW–Madison submit compensation plans for UW employees to the director of the Office of State Employment Relations (OSER), who, after receiving the plans, makes recommendations for UW employee compensation to the Joint Committee on Employment Relations (JCOER) for approval. This bill requires the Board of Regents and the chancellor of UW–Madison to establish compensation plans for UW employees and does not require submission of the plans to the director of OSER for approval by JCOER.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

2 **SECTION 1.** 20.865 (1) (ci) of the statutes, as affected by 2011 Wisconsin Act 32,
3 is repealed.

SECTION 2. 20.865 (1) (ic) of the statutes, as affected by 2011 Wisconsin Act 32, is repealed.

SECTION 3. 20.865 (1) (si) of the statutes, as affected by 2011 Wisconsin Act 32, is repealed.

SECTION 4. 20.928 (1) of the statutes is amended to read:

20.928 (1) Each state agency head shall certify to the department of administration, at such time and in such manner as the secretary of administration prescribes, the sum of money needed by the state agency from the appropriations under s. 20.865 (1) (c), (ci), (cj), (d), (i), (ie), (j), (s), (si), and (t). Upon receipt of the certifications together with such additional information as the secretary of administration prescribes, the secretary shall determine the amounts required from the respective appropriations to supplement state agency budgets.

History: 1981 c. 20 ss. 496, 546, 594; 1981 c. 314; 1983 a. 27; 1985 a. 29, 111; 1987 a. 4; 1991 a. 39; 1999 a. 9; 2009 a. 28; 2011 a. 10.

SECTION 5. 36.09 (1) (e) of the statutes, as affected by 2011 Wisconsin Acts 10 and 32, is amended to read:

36.09 (1) (e) The board shall appoint a president of the system; a chancellor for each institution; a dean for each college campus; the state geologist; the director of the laboratory of hygiene; the director of the psychiatric institute; the state cartographer; and the requisite number of officers, other than the vice presidents, associate vice presidents, and assistant vice presidents of the system; faculty; academic staff; and other employees and fix the salaries, subject to the limitations under par. (j) and ~~s. 230.12 (3) (e)~~ ^{plain} 36.115, the duties and the term of office for each. The board shall fix the salaries, subject to the limitations under par. (j) and ~~s. 230.12 (3) (e)~~ ^{plain} 36.115, and the duties for each chancellor, vice president, associate vice president, and assistant vice president of the system. No sectarian or partisan tests

1 or any tests based upon race, religion, national origin, or sex shall ever be allowed
 2 or exercised in the appointment of the employees of the system.

NOTE: NOTE: Par. (e) is amended eff. 7-1-13 by 2011 Wis. Act 32 to read:NOTE:

(e) The board shall appoint a president of the system; a chancellor for each institution; a dean for each college campus; the state geologist; the director of the laboratory of hygiene; the director of the psychiatric institute; the state cartographer; and the requisite number of officers, other than the vice presidents, associate vice presidents, and assistant vice presidents of the system; faculty; academic staff; and other employees and fix the salaries, subject to the limitations under par. (j) and s. 230.12 (3) (e), the duties and the term of office for each. The board shall fix the salaries, subject to the limitations under par. (j) and s. 230.12 (3) (e), and the duties for each chancellor, vice president, associate vice president, and assistant vice president of the system. No sectarian or partisan tests or any tests based upon race, religion, national origin, or sex shall ever be allowed or exercised in the appointment of the employees of the system.

History: 1973 c. 335; 1975 c. 39, 224; 1977 c. 196 ss. 130 (1), (2), 131; 1977 c. 418; 1979 c. 34 s. 2102 (29) (a); 1981 c. 20 s. 2202 (1) (a); 1983 a. 27 s. 2200 (15); 1983 a. 366; 1985 a. 29, 42, 45, 332; 1987 a. 4, 27, 340; 1989 a. 31, 336, 359; 1991 a. 39; 1997 a. 27 ss. 1156ad, 9456 (3m); 1997 a. 35, 237, 307; 1999 a. 42; 2001 a. 16, 104; 2003 a. 33 ss. 930, 931, 2811, 9160; 2003 a. 48 ss. 10, 11; 2003 a. 206 s. 23; 2003 a. 320; 2005 a. 25 ss. 695, 2493; 2007 a. 125; 2009 a. 28; 2011 a. 10, 32; s. 13.92 (2) (i).

SECTION 6. 36.09 (1) (j) of the statutes, as affected by 2011 Wisconsin Acts 10

and 32, is amended to read:

36.09 (1) (j) Except where such matters are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91, the board shall establish salaries for persons prior to July 1 of each year for the next fiscal year, and shall designate the effective dates for payment of the new salaries. In the first year of the biennium, payments of the salaries established for the preceding year shall be continued until the biennial budget bill is enacted. If the budget is enacted after July 1, payments shall be made following enactment of the budget to satisfy the obligations incurred on the effective dates, as designated by the board, for the new salaries, subject only to the appropriation of funds by the legislature and s. 20.928 (3). This paragraph does not limit the authority of the board to establish salaries for new appointments. The board may not increase the salaries of employees under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) 36.115 or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors. The granting of salary increases to recognize competitive factors does not obligate inclusion of the annualized amount of the increases in the appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each year, the board shall report to the joint committee on finance and

the secretary of administration and director of the office of state employment relations concerning the amounts of any salary increases granted to recognize competitive factors, and the institutions at which they are granted, for the 12-month period ending on the preceding June 30.

NOTE: NOTE: Par. (j) is affected by 2011 Wis. Acts 10 and 32 and merged by the legislative reference bureau under s. 13.92 (2) (i) effective 7-1-13 to read: NOTE:

(j) Except where such matters are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91, the board shall establish salaries for persons prior to July 1 of each year for the next fiscal year, and shall designate the effective dates for payment of the new salaries. In the first year of the biennium, payments of the salaries established for the preceding year shall be continued until the biennial budget bill is enacted. If the budget is enacted after July 1, payments shall be made following enactment of the budget to satisfy the obligations incurred on the effective dates, as designated by the board, for the new salaries, subject only to the appropriation of funds by the legislature and s. 20.926 (3). This paragraph does not limit the authority of the board to establish salaries for new appointments. The board may not increase the salaries of employees under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors. The granting of salary increases to recognize competitive factors does not obligate inclusion of the annualized amount of the increases in the appropriations under s. 20.285 (4) for subsequent fiscal bienniums. No later than October 1 of each year, the board shall report to the joint committee on finance and the secretary of administration and director of the office of state employment relations concerning the amounts of any salary increases granted to recognize competitive factors, and the institutions at which they are granted, for the 12-month period ending on the preceding June 30.

History: 1973 c. 335; 1975 c. 39, 224; 1977 c. 196 ss. 130 (1), (2), 131; 1977 c. 418; 1979 c. 34 s. 2102 (29) (a); 1981 c. 20 s. 2202 (1) (a); 1983 a. 27 s. 2200 (15); 1983 a. 366; 1985 a. 29, 42, 45, 332; 1987 a. 4, 27, 340; 1989 a. 31, 336, 359; 1991 a. 39; 1997 a. 27 ss. 1156ad, 9456 (3m); 1997 a. 35, 237, 307; 1999 a. 42; 2001 a. 16, 104; 2003 a. 33 ss. 930, 931, 2811, 9160; 2003 a. 48 ss. 10, 11; 2003 a. 206 s. 23; 2003 a. 320; 2005 a. 25 ss. 695, 2493; 2007 a. 125; 2009 a. 28; 2011 a. 10, 32; s. 13.92 (2) (i).

SECTION 7. 36.115 (title) of the statutes is amended to read:

36.115 (title) Personnel systems; compensation.

History: 2011 a. 32.

SECTION 8. 36.115 (7) of the statutes is created to read:

36.115 (7) (a) The board shall establish compensation plans for all system employees except system employees assigned to the University of Wisconsin-Madison.

(b) The chancellor shall establish compensation plans for all system employees assigned to the University of Wisconsin-Madison.

SECTION 9. 230.12 (3) (e) (title) of the statutes, as affected by 2011 Wisconsin Act 32, is amended to read:

230.12 (3) (e) (title) *University of Wisconsin System senior executives, faculty, and academic staff employees; Wisconsin Technical College System senior executives.*

History: 1971 c. 55, 125, 215; 1971 c. 270 ss. 20, 27, 28, 30 to 32; 1971 c. 336; Stats. 1971 s. 16.086; 1973 c. 12, 51, 90; 1975 c. 28, 39, 199, 224; 1977 c. 29, 44; 1977 c. 196 ss. 36, 130 (3), (5), (11), 131; 1977 c. 272, 418, 449; Stats. 1977 s. 230.12; 1979 c. 221; 1981 c. 20 s. 2202 (33) (b); 1981 c. 153; 1983 a. 27 ss. 1611am to 1612am, 2200 (15); 1983 a. 140; 1985 a. 29, 34, 42, 119, 332; 1987 a. 33, 83, 340, 399, 403; 1989 a. 39, 56, 117, 119, 124, 153, 336, 359; 1991 a. 269; 1995 a. 37, 88; 1997 a. 14, 237; 1999 a. 42, 102; 2001 a. 16, 29, 35; 2003 a. 33, 91, 117; 2009 a. 28; 2011 a. 10, 32, 238.

SECTION 10. 230.12 (3) (e) 1. of the statutes, as affected by 2011 Wisconsin Act 32, is repealed.

1 **SECTION 11.** 230.12 (3) (e) 2. of the statutes is renumbered 230.12 (3) (e).

2 (END)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0492/1

RAC:kjfrs

2

RMR

DOA:.....Boggs, BB0204 - Compensation Plan approval for UW System and UW-Madison employees

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION

Fix request
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and merit
compensation

Don't Gen

1 AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

EDUCATION

HIGHER EDUCATION

Current law requires that the Board of Regents of the UW System and the chancellor of UW-Madison submit compensation plans for UW employees to the director of the Office of State Employment Relations (OSER), who, after receiving the plans, makes recommendations for UW employee compensation to the Joint Committee on Employment Relations (JCOER) for approval. This bill requires the Board of Regents and the chancellor of UW-Madison to establish compensation plans for UW employees and does not require submission of the plans to the director of OSER for approval by JCOER.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

2 SECTION 1. 20.865 (1) (ci) of the statutes, as affected by 2011 Wisconsin Act 32,

3 is repealed.

Insert
Budget

1 **SECTION 2.** 20.865 (1) (ic) of the statutes, as affected by 2011 Wisconsin Act 32,
2 is repealed.

3 **SECTION 3.** 20.865 (1) (si) of the statutes, as affected by 2011 Wisconsin Act 32,
4 is repealed.

5 **SECTION 4.** 20.928 (1) of the statutes is amended to read:

6 20.928 (1) Each state agency head shall certify to the department of
7 administration, at such time and in such manner as the secretary of administration
8 prescribes, the sum of money needed by the state agency from the appropriations
9 under s. 20.865 (1) (c), ~~(ei)~~, (cj), (d), (i), ~~(ie)~~, (j), (s), ~~(si)~~, and (t). Upon receipt of the
10 certifications together with such additional information as the secretary of
11 administration prescribes, the secretary shall determine the amounts required from
12 the respective appropriations to supplement state agency budgets.

13 **SECTION 5.** 36.09 (1) (e) of the statutes, as affected by 2011 Wisconsin Act 32,
14 is amended to read:

15 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
16 each institution; a dean for each college campus; the state geologist; the director of
17 the laboratory of hygiene; the director of the psychiatric institute; the state
18 cartographer; and the requisite number of officers, other than the vice presidents,
19 associate vice presidents, and assistant vice presidents of the system; faculty;
20 academic staff; and other employees and fix the salaries, subject to the limitations
21 under par. (j) and s. ~~230.12 (3) (e)~~ 36.115, the duties and the term of office for each.
22 The board shall fix the salaries, subject to the limitations under par. (j) and s. ~~230.12~~
23 ~~(3) (e)~~ 36.115, and the duties for each chancellor, vice president, associate vice
24 president, and assistant vice president of the system. No sectarian or partisan tests

or any tests based upon race, religion, national origin, or sex shall ever be allowed or exercised in the appointment of the employees of the system.

SECTION 6. 36.09 (1) (j) of the statutes, ~~as affected by 2011 Wisconsin Acts 10~~

~~and 34~~ is amended to read:

36.09 (1) (j) Except where such matters are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91, the board shall establish salaries for persons prior to July 1 of each year for the next fiscal year, and shall designate the effective dates for payment of the new salaries. In the first year of the biennium, payments of the salaries established for the preceding year shall be continued until the biennial budget bill is enacted. If the budget is enacted after July 1, payments shall be made following enactment of the budget to satisfy the obligations incurred on the effective dates, as designated by the board, for the new salaries, subject only to the appropriation of funds by the legislature and s. 20.928 (3). This paragraph does not limit the authority of the board to establish salaries for new appointments. ~~The board may not increase the salaries of employees under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) 36.11 or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors. The granting of salary increases to recognize competitive factors does not obligate inclusion of the annualized amount of the increases in the appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each year, the board shall report to the joint committee on finance and the secretary of administration and director of the office of state employment relations concerning the amounts of any salary increases granted to recognize~~

competitive factors, and the institutions at which they are granted, for the 12-month period ending on the preceding June 30.

SECTION 7. 36.115 (title) of the statutes is amended to read:

36.115 (title) Personnel systems; compensation.

SECTION 8. 36.115 (7) of the statutes is created to read:

36.115 (7) (a) The board shall establish compensation plans for all system employees except system employees assigned to the University of Wisconsin-Madison.

(b) The chancellor shall establish compensation plans for all system employees assigned to the University of Wisconsin-Madison.

SECTION 9. 230.12 (3) (e) (title) of the statutes, as affected by 2011 Wisconsin Act 32, is amended to read:

230.12 (3) (e) (title) ~~University of Wisconsin System senior executives, faculty, and academic staff employees; Wisconsin Technical College System senior executives.~~

SECTION 10. 230.12 (3) (e) 1. of the statutes, as affected by 2011 Wisconsin Act 32, is repealed.

SECTION 11. 230.12 (3) (e) 2. of the statutes is renumbered 230.12 (3) (e).

(END)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0491/1

RAC:kjf:jf

DOA:.....Boggs, BB0203 – Discretionary merit compensation for UW System
and UW–Madison employees

FOR 2013–2015 BUDGET — NOT READY FOR INTRODUCTION

1 AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

EDUCATION

HIGHER EDUCATION

Current law, with exceptions, prohibits the Board of Regents of the UW System from increasing employee salaries unless the salary increase conforms to the UW employee compensation plan approved by the Joint Committee on Employment Relations. This bill eliminates this restriction on salary increases for UW employees.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

2 SECTION 1. 36.09 (1) (j) of the statutes, as affected by 2011 Wisconsin Acts 10
3 and 32, is amended to read:

4 36.09 (1) (j) Except where such matters are a subject of bargaining with a
5 certified representative of a collective bargaining unit under s. 111.91, the board

4-3
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1 shall establish salaries for persons prior to July 1 of each year for the next fiscal year,
2 and shall designate the effective dates for payment of the new salaries. In the first
3 year of the biennium, payments of the salaries established for the preceding year
4 shall be continued until the biennial budget bill is enacted. If the budget is enacted
5 after July 1, payments shall be made following enactment of the budget to satisfy the
6 obligations incurred on the effective dates, as designated by the board, for the new
7 salaries, subject only to the appropriation of funds by the legislature and s. 20.928
8 (3). This paragraph does not limit the authority of the board to establish salaries for
9 new appointments. ~~The board may not increase the salaries of employees under this~~
10 ~~paragraph unless the salary increase conforms to the proposal as approved under s.~~
11 ~~230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities~~
12 ~~under par. (h), to fund job reclassifications or promotions, or to recognize competitive~~
13 ~~factors. The granting of salary increases to recognize competitive factors does not~~
14 ~~obligate inclusion of the annualized amount of the increases in the appropriations~~
15 ~~under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each~~
16 ~~year, the board shall report to the joint committee on finance and the secretary of~~
17 ~~administration and director of the office of state employment relations concerning~~
18 ~~the amounts of any salary increases granted to recognize competitive factors, and the~~
19 ~~institutions at which they are granted, for the 12-month period ending on the~~
20 ~~preceding June 30.~~



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0492/2

RAC:kjf:jm

RMR

DOA:.....Boggs, BB0204 - Compensation Plan ~~approval~~ and ~~merit~~
~~compensation~~ for UW System and UW-Madison employees

FOR 2013-2015 BUDGET — NOT READY FOR INTRODUCTION

Fix request
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1 AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

EDUCATION

HIGHER EDUCATION

Current law requires that the Board of Regents of the UW System and the chancellor of UW-Madison submit compensation plans for UW employees to the director of the Office of State Employment Relations (OSER), who, after receiving the plans, makes recommendations for UW employee compensation to the Joint Committee on Employment Relations (JCOER) for approval. This bill requires the Board of Regents and the chancellor of UW-Madison to establish compensation plans for UW employees and does not require submission of the plans to the director of OSER for approval by JCOER.

Current law, with exceptions, prohibits the Board of Regents of the UW System from increasing employee salaries unless the salary increase conforms to the UW employee compensation plan approved by the Joint Committee on Employment Relations. This bill eliminates this restriction on salary increases for UW employees.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

Fisc
Analysis

1 SECTION 1. 20.865 (1) (ci) of the statutes, as affected by 2011 Wisconsin Act 32,
2 is repealed.

3 SECTION 2. 20.865 (1) (ic) of the statutes, as affected by 2011 Wisconsin Act 32,
4 is repealed.

5 SECTION 3. 20.865 (1) (si) of the statutes, as affected by 2011 Wisconsin Act 32,
6 is repealed.

7 SECTION 4. 20.928 (1) of the statutes is amended to read:

8 20.928 (1) Each state agency head shall certify to the department of
9 administration, at such time and in such manner as the secretary of administration
10 prescribes, the sum of money needed by the state agency from the appropriations
11 under s. 20.865 (1) (c), (ei), ~~(ej)~~, (d), (i), ~~(ie)~~, (j), (s), ~~(si)~~, and (t). Upon receipt of the
12 certifications together with such additional information as the secretary of
13 administration prescribes, the secretary shall determine the amounts required from
14 the respective appropriations to supplement state agency budgets.

15 SECTION 5. 36.09 (1) (e) of the statutes, as affected by 2011 Wisconsin Act 32,
16 is amended to read:

17 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
18 each institution; a dean for each college campus; the state geologist; the director of
19 the laboratory of hygiene; the director of the psychiatric institute; the state
20 cartographer; and the requisite number of officers, other than the vice presidents,
21 associate vice presidents, and assistant vice presidents of the system; faculty;
22 academic staff; and other employees and fix the salaries, subject to the limitations
23 under par. (j) and s. ~~230.12 (3) (e)~~ 36.115, the duties and the term of office for each.
24 The board shall fix the salaries, subject to the limitations under par. (j) and s. ~~230.12~~
25 ~~(3) (e)~~ 36.115, and the duties for each chancellor, vice president, associate vice

1 president, and assistant vice president of the system. No sectarian or partisan tests
2 or any tests based upon race, religion, national origin, or sex shall ever be allowed
3 or exercised in the appointment of the employees of the system.

4 **SECTION 6.** 36.09 (1) (j) of the statutes is amended to read:

5 36.09 (1) (j) Except where such matters are a subject of bargaining with a
6 certified representative of a collective bargaining unit under s. 111.91, the board
7 shall establish salaries for persons prior to July 1 of each year for the next fiscal year,
8 and shall designate the effective dates for payment of the new salaries. In the first
9 year of the biennium, payments of the salaries established for the preceding year
10 shall be continued until the biennial budget bill is enacted. If the budget is enacted
11 after July 1, payments shall be made following enactment of the budget to satisfy the
12 obligations incurred on the effective dates, as designated by the board, for the new
13 salaries, subject only to the appropriation of funds by the legislature and s. 20.928
14 (3). This paragraph does not limit the authority of the board to establish salaries for
15 new appointments. ~~The board may not increase the salaries of employees under this~~
16 ~~paragraph unless the salary increase conforms to the proposal as approved under s.~~
17 ~~230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities~~
18 ~~under par. (h), to fund job reclassifications or promotions, or to recognize competitive~~
19 ~~factors. The granting of salary increases to recognize competitive factors does not~~
20 ~~obligate inclusion of the annualized amount of the increases in the appropriations~~
21 ~~under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each~~
22 ~~year, the board shall report to the joint committee on finance and the secretary of~~
23 ~~administration and director of the office of state employment relations concerning~~
24 ~~the amounts of any salary increases granted to recognize competitive factors, and the~~

1 ~~institutions at which they are granted, for the 12-month period ending on the~~
2 ~~preceding June 30.~~

3 **SECTION 7.** 36.115 (title) of the statutes is amended to read:

4 **36.115 (title) Personnel systems; compensation.**

5 **SECTION 8.** 36.115 (7) of the statutes is created to read:

6 36.115 (7) (a) The board shall establish compensation plans for all system
7 employees except system employees assigned to the University of
8 Wisconsin–Madison.

9 (b) The chancellor shall establish compensation plans for all system employees
10 assigned to the University of Wisconsin–Madison.

11 **SECTION 9.** 230.12 (3) (e) (title) of the statutes, as affected by 2011 Wisconsin
12 Act 32, is amended to read:

13 230.12 (3) (e) (title) ~~University of Wisconsin System senior executives, faculty,~~
14 ~~and academic staff employees; Wisconsin Technical College System senior executives.~~

15 **SECTION 10.** 230.12 (3) (e) 1. of the statutes, as affected by 2011 Wisconsin Act
16 32, is repealed.

17 **SECTION 11.** 230.12 (3) (e) 2. of the statutes is renumbered 230.12 (3) (e).

18 (END)

Insert 4-11

“RESEARCH APPENDIX”

... Drafting History Reproduction Request Form ...



DRAFTING ATTORNEYS: PLEASE COMPLETE THIS FORM AND GIVE TO MIKE BARMAN

(Request Made By: RAC) (Date: 01 / 29 / 2013)

Note:

***BOTH DRAFTS SHOULD HAVE THE
SAME “REQUESTOR”***

(exception: companion bills)



☐ Please transfer the drafting file for
2011 LRB ~~2091~~ (For: Rep. / Sen. ~~DOA - Budget~~)
to the drafting file for

2013 LRB _____ (For: Rep. / Sen. _____)

-----OR-----

☐ Please copy the drafting file for
2013 LRB -0901 / _____ (include the version) (For: Rep. / Sen. DOA - Budget)

and place it in the drafting file for
2013 LRB -0492 (For: Rep. / Sen. DOA - Budget)

Are These “Companion Bills” ?? ... Yes ☒ No

If yes, who in the initial requestor’s office authorized the copy/transfer of the drafting history

(“guts”) from the original file: _____



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0901/1

RAC:kjf:rs

DOA:.....Thornton, BB0317 - UW Employment and Use of the Compensation Reserve

FOR 2013-2015 BUDGET — NOT READY FOR INTRODUCTION

1 AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

~~STATE GOVERNMENT~~

~~STATE FINANCE~~

Analysis *In addition, the*
This bill eliminates all funding for the Board of Regents of the UW System from the compensation reserve, a pool of moneys used to fund salary adjustments for UW System employees. Instead, salary adjustments will be funded from moneys directly appropriated to the Board of Regents of the UW System.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

2 SECTION 1. 16.505 (4) (b) of the statutes is amended to read:

2-1 3 16.505 (4) (b) ~~Except as provided in par. (c), no~~ No agency may change the

4 funding source for a position authorized under this section unless the position is

1 authorized to be created under a different funding source in accordance with this
2 section.


3 **SECTION 2.** 16.505 (4) (c) of the statutes is repealed. ✓

4 **SECTION 3.** 20.865 (intro.) of the statutes is amended to read:

5 **20.865 Program supplements.** (intro.) There is appropriated to the various
6 state agencies from the respective funds and accounts from which their
7 appropriations are financed, the amounts provided in this section as approved by the
8 department of administration under ss. 16.50 and 20.928, but only after the amounts
9 included in the respective program appropriations for the purposes specified in this
10 section have been exhausted. Every expenditure under this section for purposes
11 normally financed by a program revenue appropriation or segregated revenue
12 appropriation from program receipts shall be charged to the appropriate account, but
13 if there are insufficient moneys available in that account, the expenditure shall be
14 charged to the fund from which the appropriation is made. Those general fund
15 expenditures paid from general purpose revenues for purposes financed by program
16 revenues shall be separately accounted for and the general fund, except as otherwise
17 provided in sub. (2) (d), (j) and (t) and ~~s. 36.52~~, ✓ shall be reimbursed for those
18 expenditures as soon as moneys become available in the appropriate account.

19 **SECTION 4.** 20.865 (1) (c) of the statutes, as affected by 2011 Wisconsin Act 32,
20 is amended to read:

21 **20.865 (1) (c) Compensation and related adjustments.** A sum sufficient to
22 supplement the appropriations to state agencies for the cost of compensation and
23 related adjustments approved by the legislature under s. 111.92 for represented
24 employees and by the joint committee on employment relations under s. 230.12 and
25 by the legislature, when required, for nonrepresented employees in the classified



end of
2-1
1 service and comparable adjustments for nonrepresented employees in the
2 unclassified service, except those nonrepresented employees specified in ss. 20.923
3 (6) (c) and 230.08 (2) (f), as determined under s. 20.928, ~~other than adjustments~~
4 ~~funded under par. (ej)~~. Unclassified employees included under s. 20.923 (2) need not
5 be paid comparable adjustments.

6 ~~SECTION 5. 20.865 (1) (ci) of the statutes, as affected by 2011 Wisconsin Act 32,~~
7 ~~is repealed.~~

8 ~~SECTION 6. 20.865 (1) (cj) of the statutes is repealed.~~

9 SECTION 7. 20.865 (1) (i) of the statutes, as affected by 2011 Wisconsin Act 32,
10 is amended to read:

2-3
11 20.865 (1) (i) *Compensation and related adjustments; program revenues*. From
12 the appropriate program revenue and program revenue - service accounts, a sum
13 sufficient to supplement the appropriations to state agencies for the cost of
14 compensation and related adjustments approved by the legislature under s. 111.92
15 for represented employees and by the joint committee on employment relations
16 under s. 230.12 and the legislature, when required for nonrepresented employees in
17 the classified service and comparable adjustments for nonrepresented employees in
18 the unclassified service, except those nonrepresented employees specified in ss.
19 20.923 (6) (c) and 230.08 (2) (f), as determined under s. 20.928, ~~other than~~
20 ~~adjustments funded under par. (ej)~~. Unclassified employees included under s. 20.923
21 (2) need not be paid comparable adjustments.

22 ~~SECTION 8. 20.865 (1) (ic) of the statutes, as affected by 2011 Wisconsin Act 32,~~
23 ~~is repealed.~~

24 ~~SECTION 9. 20.865 (1) (si) of the statutes, as affected by 2011 Wisconsin Act 32,~~
25 ~~is repealed.~~

SECTION 10. 20.928 (1) of the statutes is amended to read:

~~20.928 (1) Each state agency head shall certify to the department of administration, at such time and in such manner as the secretary of administration prescribes, the sum of money needed by the state agency from the appropriations under s. 20.865 (1) (c), (ci), (ej), (d), (i), (ie), (j), (s), (si), and (t). Upon receipt of the certifications together with such additional information as the secretary of administration prescribes, the secretary shall determine the amounts required from the respective appropriations to supplement state agency budgets.~~

SECTION 11. 20.928 (1m) of the statutes is repealed.

SECTION 12. 20.928 (4) of the statutes is repealed

SECTION 13. 36.52 of the statutes, as affected by 2011 Wisconsin Act 32, is repealed.

(END)

Champagne, Rick

From: Boggs, Breann C - DOA <Breann.Boggs@wisconsin.gov>
Sent: Wednesday, January 30, 2013 4:28 PM
To: Champagne, Rick
Cc: Hynek, Sara - DOA
Subject: Addition to LRB 0492/3 draft -Compensation Plan and UW System and UW Madison Employees
Attachments: Inclusion in state service.pdf

Hi Rick,

The changes included in the attached document should be incorporated into draft LRB 0492/3.

They include revisions to 230.12(1)(a)1,b and 230.08(2)(cm),(d), (dm) and (k) – that should allow UW employees to participate in continuous service and sick leave benefits.

Please let me know if you have questions about the intent – or the changes included in the attached document.

Best,

Breann C. Boggs
State Budget Office
Executive Budget and Policy Analyst
608.266.2843
breann.boggs@wisconsin.gov

230.35(2)


Per Breann - - just create

definition of "continuous service" to
include UW service.

-- current law 36.30 takes care of sick leave
issue

Section	Description	Recommended Action	Rationale	Path
230.12(1)(a)1,b	This section describes what and who is covered by the OSER Compensation Plan.	<p>Amend b, as follows:</p> <p>b. The provisions governing the pay of all unclassified positions except positions for employees of the University of Wisconsin System, and unclassified positions for employees of the legislature who are not identified under s. 20.923 (4), for employees of a service agency under subch. IV of ch. 13, for employees of the state court system, for employees of the investment board identified under s. 230.08 (2) (p), for one stenographer employed by each elective executive officer under s. 230.08 (2) (g), for 3 sales representatives of prison industries and one sales manager of prison industries identified under s. 303.01 (10), and for sales and development professional of the historical society employed under s. 44.20 (4) (a).</p> <p>NOTE: Subpart b. is amended eff. 7-1-13 by 2011 Wis. Act 22 to read:</p> <p>b. The provisions governing the pay of all unclassified positions except positions for employees of the legislature who are not identified under s. 20.923 (4), for employees of a service agency under subch. IV of ch. 13, for employees of the state court system, for employees of the investment board identified under s. 230.08 (2) (p), for one stenographer employed by each elective executive officer, except the secretary of state and the state treasurer, under s. 230.08 (2) (g), for 3 sales representatives of prison industries and one sales manager of prison industries identified under s. 303.01 (10), and for sales and development professional of the historical society employed under s. 44.20 (4) (a).</p>	Removing the NOTES from s. 230.08(2), above, would require that the exclusion of UW employee from the OSER Compensation Plan be put back into this section.	BB
230.26(1m) *	This section describes the appointment of nonresidents to limited term appointments (LTEs).	<p>Amend (1m)(c) as follows:</p> <p>(a) Except as provided in par. (b), an appointing authority is prohibited from appointing a person who is not a resident of this state to a limited term appointment.</p> <p>(b) The administrator may waive the prohibition under par. (a) if the appointed person's permanent work site is located outside this state.</p>	<p>This administrator would be able to allow the hiring of qualified individuals from bordering states for LTE positions that are, for example, hard to fill or require unique qualifications.</p>	CB

*Path: SL = Separate Legislation; BB = Biennial Budget; CB = Companion Bill to Comp Plan

<p>230.08(2)(cm), (d), (dm), and (k)</p> 	<p>This section describes the unclassified positions in state civil service.</p>	<p>Amend (cm), (d), (dm), and (k) as follows:</p> <p>(cm) All positions of the University of Wisconsin System identified in s. 20.923 (4g) and (5).</p> <p>NOTE: Par. (cm) is repealed eff. 7-1-13 by 2011 Wis. Act 32.</p> <p>(d) All faculty and academic staff, as defined in s. 36.05 (1) and (8), in the University of Wisconsin System.</p> <p>NOTE: Par. (d) is repealed eff. 7-1-13 by 2011 Wis. Act 32.</p> <p>(dm) Instructional staff employed by the board of regents of the University of Wisconsin System who provide services for a charter school established by contract under s. 118.40 (2r) (cm).</p> <p>NOTE: Par. (dm) is repealed eff. 7-1-13 by 2011 Wis. Act 32.</p> <p>(k) Persons Employees referred to as "Classified staff" of the University of Wisconsin System and persons employed by the University of Wisconsin System whose employment is a necessary part of their training, student assistants or student hourly help as provided under s. 36.05 (6).</p> <p>NOTE: Par. (k) is repealed eff. 7-1-13 by 2011 Wis. Act 32.</p>	<p>The intent of 2011 Wis. Act 32 was to exclude UW employees from the civil service provisions of chapter 230, but not from state service. Deleting them from this section would affect their continuous service, sick leave, restoration, etc., if they become employed by another state agency.</p> <p>BB</p> <p>If not incl. in 230 prohibited from counting continuous Service + Sick leave.</p>
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OSCR + UW agree w/ intent but UW doesn't think this is necessary.

OSCR mtg w/ UW about this.

To Breanna